

# Equity Audits & School Improvement Plans

USD116  
2018-2019



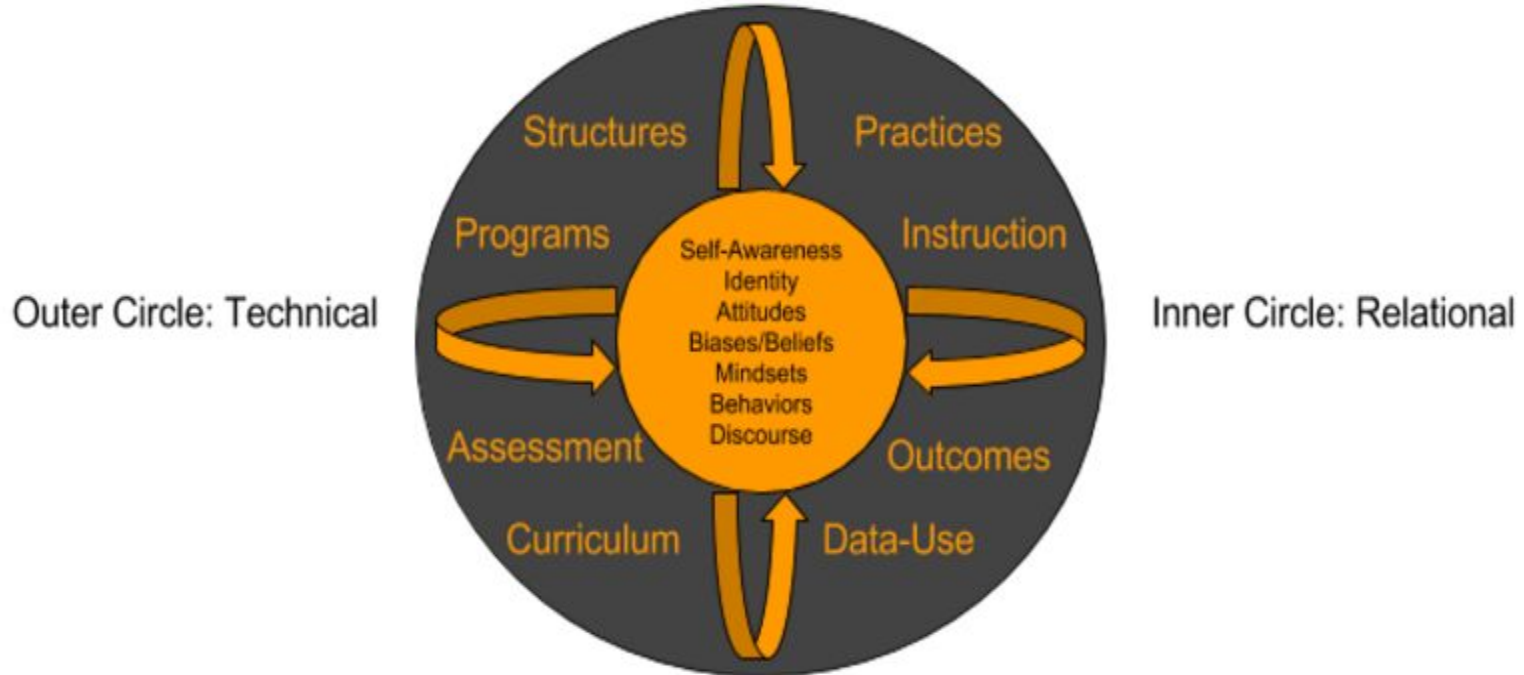
Outstanding Schools in an Outstanding Community

# Equity Mission

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We are a community **devoted to dismantling inequitable practices** so that all students reach their personal greatness; and **success is no longer predictable by student identity: RACE**, class, (dis)ability, language, religion, sexuality, gender, immigration status, among others.

# Leading from the Inside-Out



# Updates for 2018-2019

## 1. District Commitments

- New Equity Audit & District Improvement Plan
- Recruitment and Retention
- Culturally Responsive PD
- Review Policies, Procedures, & Structures through an Equity lens

## 2. Equity Leadership Cohort

- Voluntary
- 1-2 meetings per month next year (starting this spring: March 1st & April 11th)
- Focus on equity consciousness, equity audits, & initiatives (individual, school, district)

## 3. PD Cadre

- Continue monthly PD sessions
- Focus on culturally responsive curriculum and instruction, culturally responsive management, etc.
- Equity Leadership Team will provide a structured scope & sequence (similar to last year)
- Continue relational work

## 4. Summer PD Save-the-Dates! (May 30th, May 31st, June 1st)

# Equity Audits & Equity Focused SIP

Equity Leadership Team and CO Instructional Leadership has worked on creating a new format for equity audits and district/school improvement.

## **Purpose:**

- **Implement a targeted and rigorous equity audit to inform the school improvement process for all areas across the district in order to effectively operationalize racial equity.**

## **Outcomes:**

- **Close the racial disparities in all aspects of the organization and drastically improve the outcomes for all students, with an intentional focus on serving students of color.**

**Equity Audit & SIP**

**District Draft**

# Unified Professional Development Focused on Racial Equity

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# Racial Equity Professional Development 2016-2018

## **Building-Level Professional Development**

- Monthly sessions at all 11 buildings led by building principal(s) and PD Cadre
  - 16-17 Focused on Relational Work
  - 17-18 Continuing Relational Work and Beginning Technical Work

## **District-Level Professional Development**

- Monthly sessions for Central Office/Facilities/Technology/ASCCP
- Monthly sessions for CO Leadership
- Cabinet work on equity focused continuous school improvement planning

## **Summer Institutes & Courses through the PD Offerings Booklet**

- Open to entire district

# Racial Equity Professional Development 2016-2018

## Topics:

Community/Relationship Building

Shifting the Discourse

Oppression & Privilege

Perspectives on Equity (*Equity vs. Equality*)

Understanding Implicit Bias

Systems of White Supremacy & Racism

Microaggressions

White Privilege & White Fragility

Zone of Self-Efficacy

Racial Autobiographies

Culturally Responsive Teaching Strategies

Restorative Practices & Classroom Management Strategies

Current Societal Topics (*Black Lives Matter, Immigration, Racialized Images such as Chief Illiniwek*)

Social and Emotional Learning tied to Racial Equity



# Updates for 2018-2019

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- 1. District Commitments**
- 2. Equity Leadership Cohort**
- 3. PD Cadre**
- 4. Summer PD**

# Why Equity Leadership Cohort?

- 1) Build a Shared Language**
- 2) Integrate Racial Equity in all Aspects of Organizational Functions**
- 3) Support Planning**
- 4) Consistent and Common Messaging**
- 5) Build Staff Capacity to Lead for Racial Equity**

# Equity Leadership Cohort Spring 2018

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Open Invitation to the District

Close to 80 Registered

Representation from almost every building, including Substitutes and TAs

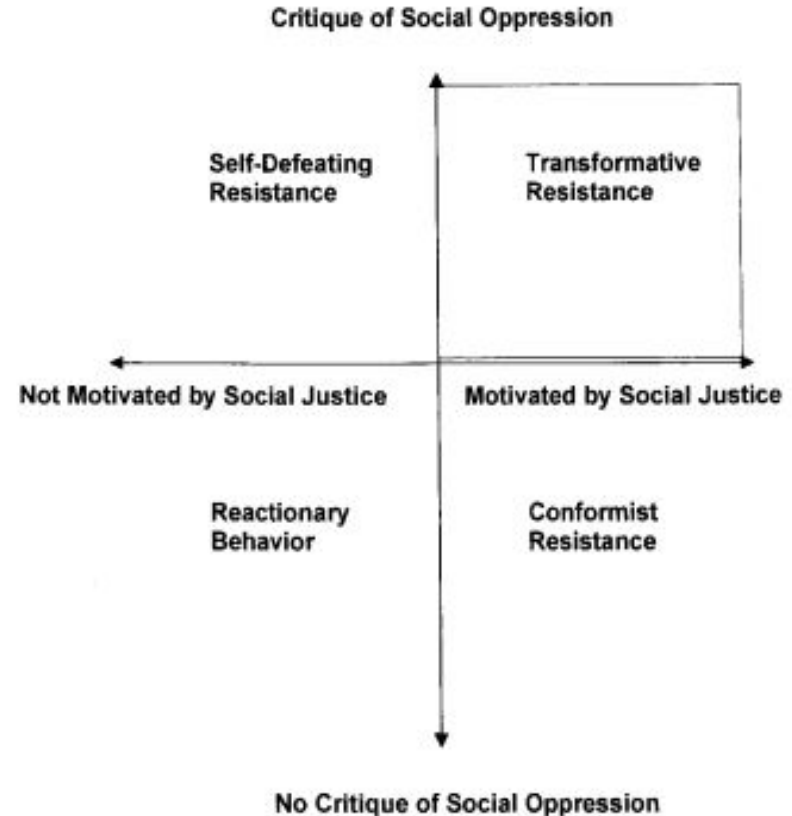
Spring 2018 meetings - March 1, April 11, May 31 (full day)

Google Classroom for continued dialogue and resources

# Equity Leadership Cohort

## March 1st Outcomes:

- build a community with this group to collectively operationalize racial equity in USD116
- understand the goals of the Racial Equity Leadership Cohort
- understand what **critical consciousness** and **transformative resistance** are and how to implement them for specific equity issues across society and in our schools



# Equity Leadership Cohort

## Responses from March 1st Session:

*“I felt very encouraged by the willingness to question conformity in order to effect change and growth.”*

*“This was a great start to these sessions. I’m looking forward to more.”*

*“I was uncomfortable and curious. The prompts were difficult.”*

*“It felt like a foundation to doing more RE (Racial Equity) work. I can’t wait for the next one.”*

*“I thought it was very engaging and effective.”*

*“I am happy to be part of this important work.”*

*“This was by far the best experience I’ve had digging into difficult topics.”*

# PD Cadre 2018-2019

- Continue monthly PD sessions at building-level with Principal(s)
- Focus on culturally responsive curriculum and instruction, culturally responsive management, etc.
- Continue relational work
- Support from Equity Leadership Team

# Summer Professional Development

- **May 30th - Leading For Racial Equity Institute**
  - Open to entire district; new employees encouraged to attend
  - BOE is invited!
- **May 31st - Equity Leadership Cohort Institute**
- **June 1st - Continuous Improvement Planning**
  - Focus on Equity Audits and School Improvement Plans

Questions?